



**AMERICAN EMBASSY  
MANILA**

# VACANCY ANNOUNCEMENT

**ANNOUNCEMENT NUMBER: 2015- 097**

**OPEN TO:** All Interested Candidates / All Sources

**POSITION:** Diplomatic Mail Clerk (Trainee Level 1), LES-4  
(Potential LES-5)

**OPENING DATE:** May 14, 2014

**CLOSING DATE:** May 29, 2015

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** ₱ 282,430 / annum (Starting salary); LES-4  
(Funds availability limits this position to the Foreign Service  
National local compensation plan)

**NOTE: ALL ORDINARILY RESIDENT (OR) APPLICANTS (See Appendix A)  
MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE  
ELIGIBLE FOR CONSIDERATION.**

The U.S. Embassy in Manila is seeking an individual for the Diplomatic Mail Clerk in the Information Management/Distribution Unit (IM/DIST).

## **BASIC FUNCTION OF POSITION**

The incumbent is primarily responsible for providing mail and unclassified pouch services. Delivers invitations for the Ambassador, Deputy Chief of Mission and other sections to various offices and residences of Philippine Government and other non-U.S. embassy officials. Delivers Diplomatic notes to the Department of Foreign Affairs for U.S. official delegations to the Philippines. Helps load and unload both incoming and outgoing unclassified and classified Diplomatic Post Office [DPO] mail. Assists with sorting and distributing mail, newspapers and other materials entering the embassy's mail distribution system. Receives all incoming unclassified mail, conducting segregation according to subject matter, section/agency and routing to the appropriate individual via the assigned mailbox. Receives, sorts and distributes the daily delivery of newspapers, magazines and journals to the appropriate offices. Delivers all official and personal mail to several offices in the Seafront Compound and to

different Philippine Government Offices/Agencies. Serves as the official messenger of the Ambassador and the Deputy Chief of Mission, tasked with the delivery of diplomatic and official correspondence and official invitations throughout Metro Manila.

#### **QUALIFICATIONS REQUIRED**

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. Completion of at least two years of college or university study in general coursework is required.
2. Six months of work experience in picking up and delivering mail and parcel to include driving duties is required.
3. Level 3 (Good Working Knowledge) Speaking/Reading/Writing English and Level 4 (Fluent) Tagalog language is required. English Language Proficiency will be tested.
4. Must be knowledgeable of the Department of State mail system procedures and the Philippine postal regulations.
5. Possession of a valid Philippine driver's license and one year driving experience is required.

#### **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

#### **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.

3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.

5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

6. The candidate must be able to obtain and hold the appropriate security clearance.

#### **TO APPLY**

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member ([DS-174](#)); **OR**

2. A combination of both; i.e. Sections 1-24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **OR**

3. A current resume or curriculum vitae that provides the same information found on the UAE (see Appendix below for more information); **PLUS**

4. Candidates who claim U.S. Veterans Preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans Preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.

5. All Ordinarily Resident (OR) applicants must submit a copy of proof of their work and/or residency permits with their application to be eligible for consideration (e.g. Alien Certificate of Registration, Immigrant Certificate of Registration).

6. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

**SUBMIT APPLICATION TO**

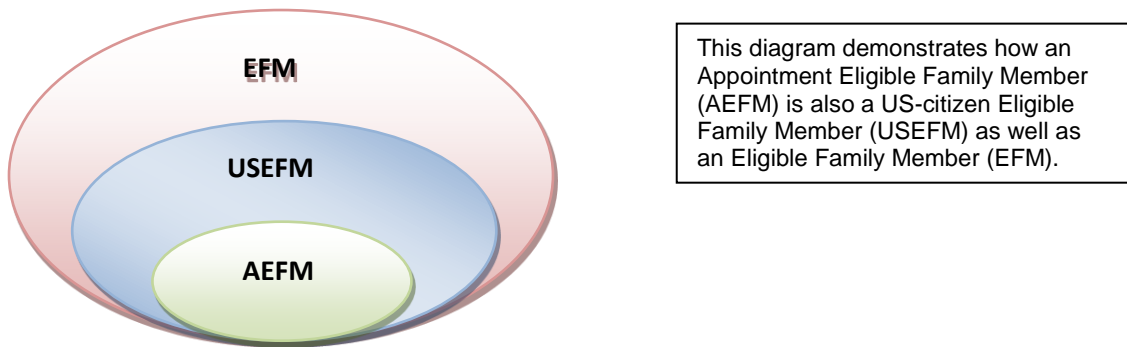
Human Resources Office  
New Office Annex Building,  
United States Embassy  
1201 Roxas Blvd, Manila  
Telephone: (632) 301-2000 ext. 4023  
Fax: (632) 301-2399, **Attention: HR Office**  
E-mail: [HRManila@state.gov](mailto:HRManila@state.gov) (Indicate Vacancy Announcement Number in the subject. Please send as Microsoft Word or Adobe PDF attachment)

**CLOSING DATE FOR THIS POSITION: May 29, 2015**

The U.S. Mission in Manila provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation.

## APPENDIX A DEFINITIONS



1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; **AND**

- EFM (see above) at least 18 years old; **AND**
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; **AND EITHER:**

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute of Taiwan; **OR**
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under [3 FAM 3232.2](#).

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. Citizen; **AND**
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; **AND**
- Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan; **AND**
- Is residing at the sponsoring employee's post of assignment or, as appropriate, office of the American Institute in Taiwan; **AND**
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; **AND**
- Not on the travel orders of the sponsoring employee; **AND**
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

5. **Not Ordinarily Resident (NOR)** - An individual who:

- Is NOT a citizen of the host country; **AND**
- Does not ordinarily reside (OR, see below) in the host country; **AND**
- Is not subject to host country employment and tax laws; **AND**
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** - A foreign national or U.S. Citizen who:

- Is locally resident; **AND**
- Has a legal, permanent resident status within the host country; **AND**
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. Citizens, are compensated in accordance with the Local Compensation Plan (LCP).

## **APPENDIX B**

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

### **Failure to do so will result in an incomplete application.**

- A.** Position Title
- B.** Position Grade
- C.** Vacancy Announcement Number
- D.** Dates Available for Work
- E.** First, Middle, & Last Names as well as any other names used
- F.** Date and Place of Birth
- G.** Current Address, Day, Evening, and Cell phone numbers
- H.** U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (*Yes or No; if yes, provide number*)
- I.** U.S. Social Security Number and/or Identification Number
- J.** Eligibility to work in the country (*Yes or No*)
- K.** Special Accommodations the Mission needs to provide (*Yes or No; if yes, provide explanation*)
- L.** If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M.** Days available to work
- N.** List any relatives or members of your household that work for the U.S. Government (*include their Name, Relationship, & Agency, Position, Location*)
- O.** U.S. Eligible Family Member and Veterans Hiring Preference
- P.** Education
- Q.** License, Skills, Training, Membership, & Recognition
- R.** Language Skills
- S.** Work Experience
- T.** References

Approved:SHRO:Joseph Bedessem  
Cleared:IM/IPC: D. Allen Phelps  
Cleared:FMC:Jeffrey Searce  
Drafted:HR:NCB/aac